

Sacred Heart Hindsford R.C. Primary School

Anti-Bullying Policy



Policy written I.M^cDermott

Head Teacher

December 2019

Accepted by Governors:

J. Carter

signed (chair)

I. M^cDermott

signed (Head)

Shared with staff: date: January 2020

Mission Statement:

By living out our Catholic faith

TOGETHER

we ENCOURAGE

and ACHIEVE.

I have called you by name.

Statement of Intent

At Sacred Heart RC Primary School, we believe that all individuals are unique and are to be respected. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, which intentionally hurts (physically or emotionally) another individual or group.

Bullying can happen to anyone at any age for many different reasons. Some of the most common types of bullying are listed below:

- Bullying related to a disability or medical reason
- Bullying related to SEND [special educational need]
- Bullying related to home or family circumstances
- Racist bullying related to colour, culture, religion etc..
- Homophobic bullying, comments made about being lesbian, gay or bisexual.

A person does not need to be gay to suffer homophobic bullying. Use of the word 'gay' to mean stupid or rubbish is also homophobic bullying.

- Sexist behaviour, demeaning behaviour towards male or female.
- Transphobic bullying, insults about gender identity or towards transgender people.
- Bullying due to any other perceived difference

What do bullying behaviours look like?

- A physical attack or intimidation
- Verbal such as rumours, swearing at, making threats
- Cyber messages, getting at someone online
- Messages, pictures, leaflets etc...
- Damage to property
- Telling others to do or say something offensive
- Inappropriate touching
- Psychological such as isolating, intimidating, staring
- Victimising someone who has done the right thing

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching, and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay someone off)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

Children frequently fall out and get annoyed and upset with each other for many different reasons, most of which, are very easily sorted out by any member of staff.

This is what happens if an allegation of bullying is made:

- A member of staff will talk to the pupil about what has happened or has been happening.
- If the problem can be sorted by those involved talking together and an apology, then it is. Children can confuse a fall out or bad day with friends as bullying. Low-level incidents can be recorded in the 'orange light' book as a reminder, should further incidents occur.
- If the allegation is of a more serious nature the Head Teacher/ Deputy or Inclusion Manager will talk to pupils involved; sometimes together, sometimes separate, depending on the nature of the incident or ongoing actions. If further investigation is necessary, other individuals may be asked what they saw or heard. A record is kept in a separate book. Again, if a resolution can be found by talking together about the problem - What has gone wrong and how it could be sorted, then it is! Children are often much better at building bridges than adults and are quite open to making changes to their behaviour with the right guidance from adults.
- If a situation is not resolved then further it is likely parents/ carers will need more involvement in finding a way of finding closure. We do not call pupils 'bullies' but talk of 'bullying behaviour'. If a child has exhibited bullying behaviour then it is important that we work together to help them make amends and to learn a more appropriate way to behave. It is very important to us that no child feels worried about coming to school because of another pupil's behaviour.
- The Inclusion Manager can also work with pupils who have ongoing difficulty with friendships and who frequently find themselves caught up in bullying behaviours. The Inclusion Manager can also work with pupils who have been the victim of bullying behaviour to help build confidence and to develop skills such as assertiveness.

Prejudice related incidents

- Some types of bullying are called 'prejudice related bullying' such as racist comments or homophobic comments like 'you're so gay'. Prejudice related incidents must always be recorded and are reported to Governors termly [anonymous of pupil names]. Again, we do not call a pupil racist or homophobic etc... but it is our duty to explain that the comments are, and that it is not the correct way to speak to or about someone. Even if there is no victim, a prejudice related incident must be recorded, for example, the use of the word 'gay' to mean 'rubbish' is a homophobic comment. *Example, if a child says 'I don't want to play that game; it's gay'.*

Outcomes

Bullying behaviour can be rectified:

- With an apology
- By making amends e.g. by replacing an item that has been damaged deliberately

Our further intervention can sometimes involve:

- Withdrawing pupil from area where bullying behaviour has occurred, such as the playground
- A pupil may be given a behaviour plan
- A temporary exclusion in very rare more serious cases

As a school, we will always ask of ourselves, 'What can we do better to make sure this type of bullying behaviour does not happen again?' Sometimes extra supervision at certain times, in certain places and of certain pupils, even if on a temporary basis is put in place to target a specific problem

Prevention

With your support, we will do our best to teach our young people the moral values to enable them to live as responsible citizens and be empathetic to others. We will also make pupils aware that any kind of bullying will not be tolerated. We do this with our:

- Code of Conduct
- Behaviour management system
- RE and PHSE curriculum
- British Values activities
- Annual Anti-Bullying Day
- Inclusion Manager interventions/ The Bubble
- Circle time
- School Council
- Y6 buddy system

This policy has been developed using the Kidscape model.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Policy written by I. M^cDermott –Head Teacher

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